

# FORM LM-30

## LABOR ORGANIZATION OFFICER AND EMPLOYEE REPORT

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C 439 or 440.

For Official Use Only

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READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number U - <u>15012</u>	2. Fiscal Year Covered From: <u>1</u> / <u>1</u> / <u>2004</u> Through: <u>1</u> / <u>1</u> / <u>2004</u>
3. Name and address of person filing. Name <u>Kenneth</u> <u>A</u> <u>Casarez</u> P.O. Box, Bldg., Room No., if any Street <u>3200 Granada Drive</u> City <u>Cameron Park</u> State <u>California</u> ZIP Code + 4 <u>95682</u>	4. Name, file number, and address of labor organization. Name <u>Laborers International Union of North America</u> Labor Organization File Number <u>000-131</u> P.O. Box, Building and Room Number, if any Street <u>905 16th St. NW</u> City <u>Washington</u> State <u>District of Columbia</u> ZIP Code + 4 <u>20006</u>
5. Position in labor organization. <u>International Representative in 2004 - Assistant Rep. in 2005</u>	

Enter appropriate data below if, during the past fiscal year, you or your spouse or minor child directly or indirectly had any of the following interests (except as specified in the exclusions set forth in the instructions):

A. Held an interest in, engaged in transactions (including loans) with, or derived income or other economic benefit of monetary value from an employer whose employees your organization represents or is actively seeking to represent.	
6. Name and address of Employer (including trade name, if any). Name Trade Name, if any: P.O. Box, Bldg., Room No., if any Street City State ZIP Code + 4	7.a. Nature of Interest, Transaction, or Income.  7.b. Amount.

Signature

15. Signature and verification. The undersigned declares, under penalty of Perjury and other applicable penalties of the law, that all of the information submitted in this report (including the information contained in any accompanying documents), has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)		
Signed <u>Kasary</u>	On <u>8/14/05</u> Date	<u>916 446 3622</u> Telephone Number

Name of Person Filing Kenneth Casarez	File Number U-
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B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Palm Springs Riviera Resort</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1600 N. Indian Canyon Dr.</p> <p>City Palm Springs</p> <p>State California ZIP Code + 4 92262</p>	<p>9. Business deals with:</p> <p><input checked="" type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>11.a. Nature of such dealing.</p> <p>Union operated Hotel with which my union contracts for business</p> <p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>Hotel where Regional Conference was held, received guest amenity with estimated value of \$60 April 2, 2004</p> <p>12.b. Amount. \$60</p>

<p>C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.</p>	
<p>13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any).</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>14.a. Nature of payment.</p>
<p>13.b. Is the Business an Employer or Consultant ?</p>	<p>14.b. Amount of payment.</p>

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**Part B Continuation Page**

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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Laborers Cooperation Trust</p> <p>Trade Name, if any: LECET</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 905 16th St NW</p> <p>City Washington</p> <p>State District of Columbia ZIP Code + 4 20006</p>	<p>9. Business deals with:</p> <p><input checked="" type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name Laborers Cooperation Trust</p> <p>Trade Name, if any: LECET</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 905 16th St. NW</p> <p>City Washington</p> <p>State District of Columbia ZIP Code + 4 20006</p>	<p>11.a. Nature of such dealing.</p> <p>LECET provides marketing partnership assistance to Union, affiliates and employers</p> <p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>guest at dinner during Union Conference estimated value between \$100-\$125 on April 6, 2004</p> <p>12.b. Amount.</p> <p align="right">\$125</p>

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**Part B Continuation Page**

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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name (hotel in Kauai)</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City Lihue</p> <p>State Hawaii ZIP Code + 4</p>	<p>9. Business deals with:</p> <p><input checked="" type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>			
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<table border="1"> <tr> <td data-bbox="812 714 1542 1060"> <p>11.a. Nature of such dealing.</p> <p>Hotel seeking business for future Regional Conference</p> </td> </tr> <tr> <td data-bbox="812 1060 1542 1470"> <p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>Hotel provided guest room and meal with estimated value of \$200 on April 21, 2004</p> </td> </tr> <tr> <td data-bbox="812 1470 1542 1512"> <p>12.b. Amount.</p> <p align="right">\$200</p> </td> </tr> </table>	<p>11.a. Nature of such dealing.</p> <p>Hotel seeking business for future Regional Conference</p>	<p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>Hotel provided guest room and meal with estimated value of \$200 on April 21, 2004</p>	<p>12.b. Amount.</p> <p align="right">\$200</p>
<p>11.a. Nature of such dealing.</p> <p>Hotel seeking business for future Regional Conference</p>				
<p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>Hotel provided guest room and meal with estimated value of \$200 on April 21, 2004</p>				
<p>12.b. Amount.</p> <p align="right">\$200</p>				

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**Part B Continuation Page**

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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Sheraton Kauai</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 2440 Hoonani Road</p> <p>City Koloa</p> <p>State Hawaii ZIP Code + 4 96756</p>	<p>9. Business deals with:</p> <p><input checked="" type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street:</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>11.a. Nature of such dealing.</p> <p>Hotel seeks business for future Regional Conference</p> <hr/> <p>11.b. Approximate dollar value of such dealing.</p> <hr/> <p>12.a. Nature of interest held or income received.</p> <p>Hotel provided meal estimated value of \$30 on April 21, 2004</p> <hr/> <p>12.b. Amount.</p> <p align="right">\$30</p>

## Part B Continuation Page

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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name Fairmont Orchid Hotel</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1 N. Kaniku Dr.</p> <p>City Kohala Coast</p> <p>State Hawaii ZIP Code + 4 96743</p>	<p>9. Business deals with:</p> <p><input checked="" type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>11.a. Nature of such dealing.</p> <p>Hotel is doing future business with Union as site for Regional Conference</p>
	<p>11.b. Approximate dollar value of such dealing.</p> <p>12.a. Nature of interest held or income received.</p> <p>Hotel provided guest room and meal on April 22, 2004 with an estimated value of \$225 and a guest amenity valued at \$60 in December of 2004</p> <p>12.b. Amount. \$285</p>

## Part B Continuation Page

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## 8. Name and address of Business (including trade name, if any).

Name Hyatt Hotel

Trade Name, if any:

P.O. Box, Bldg., Room No., if any

Street 1775 E. Mission Bay Drive

City San Diego

State California

ZIP Code + 4 92109

## 9. Business deals with:

☒ a. Labor Organization☐ b. Trust☐ c. Employer

## 10. If 9.b. or 9.c. is checked give trust or employer's name.

Name

Trade Name, if any:

P.O. Box, Bldg., Room No., if any

Street

City

State

ZIP Code + 4

## 11.a. Nature of such dealing.

Hotel seeking business for Union Regional Conference July 12, 04

## 11.b. Approximate dollar value of such dealing.

## 12.a. Nature of interest held or income received.

complimentary round of golf estimated between \$50-\$75

## 12.b. Amount.

\$75

U.S. Dept. of Labor  
Employee Standards Administration  
Office of Labor-Management Standards  
200 Constitution Ave., NW  
Washington, D.C. 20210

August 10, 2005

**RE: Form LM-30 filing for Kenneth Casarez, Labor Organization #000-131**

Dear Sir or Madam:

Enclosed are my Labor Organization Officer and Employee Report LM-30 for the 2004 reporting period and attached addenda items A-F for a total of 9 pages. In filing this report, I have reviewed all of my available records for 2004 as well as my recollection. I have provided my best estimate or an estimated price range for the value of the benefit received where I have no knowledge as to an exact amount.

As you know, it was not until March of this year, 2005, that the DOL initially announced its intention to provide additional guidance to the reporting community concerning the LM-30 report, to seek systematic compliance with these requirements, and to apply standards adopted in 2005 retroactively to 2004 as a base year in that effort. Further, the Department since that time has continued to issue and revise its compliance advice, including guidance regarding related benefit funds. My understanding is that the Department's guidance to date on the LM-30 reporting is still changing and remains uncertain in various particulars.

It may be possible that a covered employer or business not listed on my LM-30 report for 2004 provided something of value as to which I have no documentary record nor any present specific recollection. In accordance with your guidance, it is my understanding that, in that circumstance, I am not required to take any further action.

This filing represents my good faith effort to comply with the LM-30 reporting provisions and in doing so, I have relied upon the evolving guidance from the Department. This enclosed material represents my best recollection and estimate of all lawfully reported benefits that I received in 2004.

Sincerely,

  
Kenneth Casarez  
Asst. Regional Manager  
LIUNA Pacific Southwest Region



## **Addenda to the LM-30 Report Form which is to be incorporated and made part of the LM-30 Report Form for Kenneth Casarez 000-131**

### **Addendum A {Unsolicited Gifts or Promotional Items}**

On occasions during 2004, I recall being given or sent to my office or hotel room a complimentary item or items, such as fruit and wine basket, clothing, accessory or other printed materials. I do not recall retaining these items for exclusive personal use. I have no knowledge of the value, provider or manufacturer of such items.

### **Addendum B {Unsolicited Holiday Gifts}**

On occasions in 2004, I recall being given complimentary items such as food, candy or other items in association with various holidays. I do not recall retaining these items for exclusive personal use as most items were shared with other office personnel. It is my understanding that my actions were in line with published Office of Government Ethics guidelines, C.F.R. 2635.205.

### **Addendum C {Meals/ Events with Friends}**

I have personal friendships with individuals who may be employed by reportable entities under the LMRDA, which exist separate and apart from my role as a union officer/employee. In 2004, it is conceivable that I received the benefit of a meal, refreshment or social event from these individuals, which I did not report because I do not have any records of these personal encounters and /or have no specific recollection of any benefits received.

### **Addendum D {Meal/ events without specific records or recollections}**

It is conceivable that I received the benefit of a meal, refreshment or social event from these individuals, which I did not report because I do not have any records of these encounters and /or have no specific recollection of any benefits received.

### **Addendum E {PAC}**

I am not reporting any benefits that I may have received from a political action committee (PAC). My understanding is that PAC's report all receipts and disbursements under the Federal Election Campaign Act, and I do not need to report under the Labor-Management Reporting and Disclosure Act.

### **Addendum F {Union to Union benefits}**

I am not reporting any benefits that I may have received in 2004 from labor organizations affiliated with the Laborers' International Union of North America (LIUNA), my employer, or other labor organizations. My understanding of guidance received by the AFL-CIO from the Department of Labor is that benefits received from LIUNA-affiliated labor organizations and other labor organizations are not reportable on the LM-30 report, and I am following that guideline.